

1 BLACK ARCHIVES ADVISORY COMMITTEE MEETING

2

3

4

5 VOLUME III

6 October 5, 2006

7 6:00 P.M.

8 Gregg/Klice Community Center

9 1600 E 17th Terrace

10 Kansas City, Missouri

11

12

13

14 Committee Members Present:

15 Ms. Barbara Peterson, Chairperson

 Ms. Carol Coe

16 Mr. Vic Dyson

 Ms. I. Pearl Fain

17 Mr. Gary Kremer

 Councilwoman Saundra McFadden-Weaver

18 Mr. Thomas Phillips

19

20 Ms. Linda Manlove, Asst. Attorney General
Mr. Kip Stetzler, Asst. Attorney General

21 Ms. Tonya Holmes, Investigator
Ms. Vicki Ross, Investigator

22

23 Ms. Tammy S. Menke, Reporter

24

25

1 MADAM CHAIR: My name is Barbara Peterson.

2 Good evening. Thank you all for coming out this
3 evening.

4 This is the third meeting of the Black Archives
5 Advisory Committee. The committee has been
6 established by the Attorney General's office. Our
7 charge is to select new members to serve on the board
8 of directors for Black Archives.

9 At the present time, as you know, there are
10 three interim members. As a result of our work we
11 will see that the board is brought to a full
12 complement of 15 active members.

13 I want to take this opportunity to thank each of
14 you for the herculean task that you undertook this
15 past week in reviewing all those applications. It
16 took a lot of time and effort on everyone's part and
17 I do appreciate it.

18 Unfortunately I am not in a position to tell you
19 which of the applicants made the cutoff for

20 interviews. We're still crunching those numbers.
21 Some of the numbers the ratings came in late. One
22 set as late as 5:30 this evening. So we weren't able
23 to complete that task. But it is ongoing as we
24 speak. I anticipate that I will be able to notify
25 each of you by e-mail tomorrow of the number of

1 applicants that will be going through the interview
2 process.

3 So I'd like to move then to the second item on
4 the agenda, which is to discuss the interview
5 process. At the last meeting we agreed that the
6 interviews will be conducted on Saturday, October
7 21st, 2006. The interviews will be conducted at the
8 Kansas City Public Library, 14 West 10th Street,
9 Kansas City, Missouri. The library has made separate
10 rooms available for the interviews to be conducted.

11 We will start at nine o'clock. At nine there
12 will be a continental breakfast so as people arrive
13 they can get some refreshments and that kind of
14 thing. The actual interviews won't start until 9:30
15 that day.

16 What we also decided to do, because of the
17 number of applicants, was to divide up into interview
18 teams. So you will see attached to your agenda three
19 interview teams have been established. Find your

20 name on the team; Team A, B, and C.

21 What I'd like to do is to designate a team

22 leader for each team. That team leader will have the

23 responsibility for asking the set of interview

24 questions that we will establish. The team leader

25 will be responsible for those basic set of questions.

1 Now, other committee members who will be
2 participating in the interviews may feel free to ask
3 follow-up questions if they would like and engage in
4 dialogue discussion with the applicant. But the team
5 leader will have the primary responsibility for
6 making sure that the core set of questions that we've
7 established to be asked of all applicants are in fact
8 asked.

9 What I'd like to do is to ask Tom Phillips, if
10 you would, lead Team A?

11 MR. PHILLIPS: Okay.

12 MADAM CHAIR: I'm going to ask Senator
13 Yvonne Wilson to lead Team B..

14 And, Mr. Dyson, if you would lead Team C that
15 would be appreciated.

16 MR. DYSON: Sure.

17 MADAM CHAIR: Thank you very much.

18 I will plan to be in communication with all of
19 the team leaders as we formulate the questions that

20 will be asked each of. And then we will put together
21 the questions and the applications that go to each
22 team and distribute them to your other team members,
23 so that as they go into the interviews on Saturday
24 they will have the basic set of questions, they will
25 have the applications, and be prepared for those

1 interviews.

2 In thinking about this, at this point we don't
3 know exactly how many interviews we're going to be
4 conducting. But my hope is that we will be able to
5 complete the interview process as well as the
6 discussion and the final selection process on that
7 Saturday.

8 So that if we do the interviews on the half
9 hour, for example, if each team -- I had Ajamu kind
10 of crunched some of these numbers. But each team
11 could probably interview seven or eight people before
12 lunch. And then during the lunch hour we could
13 actually have the final discussion and the vote, and
14 hopefully deal with any other issues that we may
15 have.

16 I see where Tom is furrowing his brow over
17 there.

18 MR. PHILLIPS: I'm trying to --

19 MADAM CHAIR: Yeah. 9:30 to about 12:30.

20 MR. PHILLIPS: That's depending on the

21 numbers.

22 MADAM CHAIR: Yes, that's really going to

23 depend on the numbers.

24 MR. PHILLIPS: There is one other factor

25 before we try to crunch that down, and that's those

1 follow-up questions. Would it be appropriate to
2 limit those follow-up questions or are we going to
3 have a time frame, if we're doing it on the half
4 hour?

5 I want to make sure I understand how we're going
6 to do deal with this to do this by noon.

7 MADAM CHAIR: Yes. I think we will want to
8 limit the follow-up questions. The idea is -- I
9 guess in my thinking about it, we will probably have
10 basically 15 minutes for the interview. And during
11 that 15 minutes we want to make sure that the core
12 five questions are asked and answered. So there will
13 be a need for the team to limit itself in terms of
14 follow-up questions and any other discussion that
15 goes on. Then that would leave a little bit of a
16 break to, you know, if you run over the 15 minutes
17 you still have a little bit of time. And then time
18 for a break between interviews. So that's why I was
19 saying if you do them on the half hour that would

20 give you enough time to really ask those questions,
21 do whatever follow up, and then give the team kind of
22 a break before the next person comes in.

23 What do you think? Do you think that might
24 work?

25 MR. PHILLIPS: I'm just trying to look

1 between 9:30 and 12:00 noon how many you'd get done.

2 MADAM CHAIR: Let's see, how many hours is
3 that? Six per team. So that's -- we could get 18
4 done before lunch.

5 Now, like I said, at this point I don't know how
6 many we're going to actually have that will make that
7 cutoff. We may want to consider if it is an
8 unmanageable number, a really big number, raising the
9 cutoff.

10 MR. DYSON: Well, the question I have -- or
11 we got it down to 62 the first meeting. I would
12 think through this next process we should be --

13 MR. PHILLIPS: Half.

14 MR. DYSON: -- 40 percent to half --

15 MS. COE: Half, yeah.

16 MR. DYSON: -- is what I'm saying. So we
17 should be pretty close to around 20, based on the
18 process. Based on the process.

19 MADAM CHAIR: I hope so. If necessary we

20 do have access to the facility all day. If necessary

21 to pick some up after lunch then we will do that.

22 But the idea would be to -- we've only got nine

23 slots. So at some point the question becomes: Does

24 it really make sense to interview 30 people for nine

25 slots? Then that's why I said raise the cutoff.

1 MR. PHILLIPS: You're only talking average
2 three people per slot. That's not a bad selection to
3 make from.

4 MADAM CHAIR: So if the 24 cutoff ends up
5 with some unmanageable number, if we just raise the
6 cutoff we can further whittle it down to a manageable
7 number and still have qualified candidates come
8 through.

9 MR. PHILLIPS: Second question relates to
10 follow-up questions. Follow-up questions are only
11 for clarification?

12 MADAM CHAIR: Follow-up questions only for
13 clarification. If the candidate says something -- I
14 think one of the advantages of having several people
15 doing the interview is that somebody may pick up on
16 something or pick up something that the actual
17 questioner won't hear, and it will be deserving in a
18 follow-up and clarifying question. So that's the
19 idea, just be for clarification purposes.

20 I might mention that the interviews themselves

21 will not be open. These will be just for the

22 committee and the interviewee. However, our

23 deliberations afterwards will be open.

24 Any other questions? Any other thoughts anybody

25 has about the short interview process itself?

1 MS. MANLOVE: Barbara, one thing that we
2 talked about earlier is having the team leader be
3 responsible for setting up appointment times for the
4 applicant.

5 MADAM CHAIR: Yeah. Once we get the actual
6 -- figure out who is going to do what, I think it
7 would be good if the team leader could set the time,
8 you know, fill in the slots. We will give that
9 information then to the Attorney General's office, to
10 send out letters notifying the interviewee this is
11 the date of your interview, this is the time of your
12 interview, that kind of think. And a place.

13 MR. PHILLIPS: Yeah. And we'll just --

14 MADAM CHAIR: You'll fill in the slot.

15 MR. PHILLIPS: What person goes where or
16 under what group?

17 MADAM CHAIR: Yes.

18 MR. PHILLIPS: Why couldn't it be done when
19 we're sitting at the interviews, that what it would

20 have been basically a random selection?

21 MADAM CHAIR: What do you mean? I'm not
22 following you.

23 MR. PHILLIPS: When we tell them that you
24 have to be at the Public Library at 9:30 for your
25 interview, got to Room 101 or whatever it is, and

1 then that's all resolved.

2 MADAM CHAIR: So just tell them all to be
3 there at 9:30?

4 MR. PHILLIPS: No. Tell John to be there
5 at 9:30, Mary to be there at 10:30 or whatever --

6 MADAM CHAIR: Okay. Yes.

7 MR. PHILLIPS: -- and they're to report to
8 Room 101.

9 MADAM CHAIR: That's what she's saying.
10 And as a team leader you will be making that
11 determination, that designation, you know, who to
12 tell who is going to be there at what time.

13 MR. PHILLIPS: Well, we're still not
14 communicating. I'm saying they can do that in the
15 letter.

16 MADAM CHAIR: Okay.

17 MR. PHILLIPS: So all we're dealing with,
18 whoever is on the list of seven or eight or whatever
19 we have to interview, we'll know. Do you see what

20 I'm saying?

21 MADAM CHAIR: I see. Okay. We will do

22 that. It will work that way as well, so we'll do

23 that.

24 MS. MANLOVE: When you send the letter out,

25 Barbara, will we know which applicants are assigned

1 to which team?

2 MADAM CHAIR: Yes. Yes, we'll know that.

3 And we'll know what time each. Then we'll decide --

4 like I said, randomly just go through the list of the

5 applicants assigned to the team. Let them say,

6 Candidate 1 come at 10:00; Candidate 2 at 10:30.

7 MR. PHILLIPS: Yes. That way they're not

8 all standing around, looking at each other.

9 MADAM CHAIR: Okay. I think that will work

10 well.

11 Anything else? Any other ideas anybody has

12 about the interview process? It's a working process.

13 As I said, I will continue to be in communication

14 with the team leaders as we prepare, so that you all

15 are aware of what's going on and how things are

16 shaping up, so. Okay.

17 MR. PHILLIPS: Questions -- I'm sorry,

18 Gary.

19 MADAM CHAIR: Gary.

20 MR. KREMER: I want to make sure I remember
21 right or correctly. If somebody can't make the
22 assigned time they're out?

23 MR. DYSON: No. I thought we were giving
24 them an alternative time in that data?

25 MADAM CHAIR: I think the idea was the two

1 weeks --

2 MR. PHILLIPS: That's right.

3 MR. KREMER: That was my understanding.

4 They've got two weeks to adjust their life.

5 MR. DYSON: The two interview dates are --

6 MADAM CHAIR: No. There is only one
7 interview date. The 21st is the only interview date.

8 MR. PHILLIPS: Because in the letter we're
9 going to tell them: If you don't make then it we
10 consider you not --

11 MADAM CHAIR: Right. Exactly. So your
12 understanding is correct. There is only one
13 interview date.

14 The next item we wanted to talk about on the
15 agenda is communications with the applicants and the
16 interview candidates. Now, we had talked about this
17 issue early on in terms of what our obligations are
18 with respect to notifying the candidates, notifying
19 the applicants of their selection or nonselection.

20 Those communications will be handled by the Attorney

21 General's office.

22 What's important to discuss, I would think, is

23 the timing of when these notifications should go out.

24 And I think where we're headed with this is that --

25 and Linda, we talked about this again in our

1 conversation -- whether or not the notices should be
2 sent out -- would two separate notices have to go
3 out, of course.

4 Like I said the question is: When should they
5 be sent out? Should they be sent out before the
6 actual selection is made or before the interviews are
7 held and the selection made or should we send them
8 out after the selection is made? The timing is
9 important.

10 I think one idea was that we would send out a
11 notice to the applicants they had not been selected
12 saying basically, "We thank you for your application.
13 You have not been selected. We appreciate your
14 interest," and that kind of thing. Along with the
15 notice to the candidates that have been selected for
16 the interviews, letting them know of the date, time
17 and the interview.

18 The other approach which has been suggested is
19 that no notifications be sent out until after we have

20 completed the process, after we have made a decision
21 about who is going to be recommended. And from my
22 way of thinking I think the latter -- that's a good
23 argument for the latter approach may be the better
24 approach, just to wait until the whole thing is done
25 and notify everybody at once, "You have been

1 selected, the selection has been completed, and thank
2 you for your interest and support," and that kind of
3 thing.

4 MR. PHILLIPS: My preference would be to do
5 it the end. Everything is done at the end. The
6 identification of the selectees, as well as those
7 that didn't make it. They will know they didn't
8 make it.

9 MR. DYSON: One big lump.

10 MR. PHILLIPS: One letter. Because
11 everything else is public anyway. So why not just
12 wait until the end. That way it saves a lot of
13 trees.

14 MADAM CHAIR: Carol.

15 MS. COE: I think that will cause a lot of
16 problems. You know people in the community will say,
17 "I got a letter to be interviewed and you didn't, and
18 you applied with that." And they will have
19 questions. They will flood the Attorney General's

20 office. "I didn't get an interview. So-and-so got a
21 letter. They showed me a letter to be down at the
22 library."

23 MR. PHILLIPS: Well, my response to that
24 was, "You didn't get a letter to be interviewed."

25 MS. COE: I don't think -- that's not a

1 professional or courteous way of doing it. I think
2 you should thank everybody who expressed an interest.
3 They know we are going through a selection process.
4 People know we have whittled down their names. It's
5 courtesy to do that.

6 Some of these people -- and you reviewed the
7 applications. Several of them are from UMKC. If we
8 interview some and they're around with their peers
9 and say, "I got a letter to be interviewed and he
10 didn't." You know, also we have some other people in
11 organizations, they will tell somebody they got a
12 letter and they didn't be interviewed.

13 I think it cuts down the chaos and confusion.
14 Just say, "We selected people to interview. Thank
15 you for offering your name. We will keep your name
16 on file if perhaps someone is not able to serve."

17 I don't think this should be done in a cloak and
18 dagger. I don't want people showing up down at the
19 library acting the fool because they didn't get an

20 interview and nobody told them and they demand to be
21 interviewed.

22 MR. PHILLIPS: I think that could go both
23 ways. They can get a letter telling them they
24 weren't selected and still show up down there and act
25 the fool if that's --

1 MS. COE: I think --

2 MR. PHILLIPS: Professionally HR offices do
3 not advise them until the end of the process.

4 MR. DYSON: True.

5 MR. PHILLIPS: Okay. But --

6 MS. COE: You always have a short list.
7 When you're in business they short list candidates.
8 If you are a professional seeking a job with any
9 institution they short list it. They will say, "You
10 don't make the short list." They don't tell you
11 after they hired people. If you don't make the short
12 list you don't expect to be interviewed.

13 I don't know. It's up to you all.

14 MADAM CHAIR: Anybody else with any other
15 thoughts on that?

16 MR. KREMER: Normally I'd agree with
17 Thomas. I think that's how we'd handle it. But in
18 this situation I think there are some kind of
19 political community concerns. So I guess my instinct

20 would be to go with Carol's suggestion. I do
21 understand. I think it would be easier to do it the
22 way Thomas is suggesting. As I said, that would be
23 my personal preference.

24 But I am a little concerned about the fact
25 there's been so much interest in this. When you

1 interview people for jobs normally these people don't
2 know each other. But these candidates all know each
3 other and they are going to be talking to each other
4 and they're going to have two weeks to be stirring up
5 anxiety, wondering if they're going to get a letter
6 and whether they're going to get an interview. I
7 think we could short circuit some of that with a very
8 simple letter.

9 MR. DYSON: Based on the quality of the
10 applicants that I think we're seeing it's going to be
11 getting down to whatever number we get to, I think
12 from a professional standpoint -- I mean, I will say
13 this. I'll bet I have had a half a dozen calls to my
14 office because of article that was in the paper as
15 far as we doing the selection committee, you know,
16 asking me, "Vic, how is the process going? Vic, I'm
17 really interested in this."

18 My response has been to them, "We have a process
19 that we're sticking to. And the process, once we've

20 got to that point, if you've made it to that figure
21 as far as the number that we're getting you will get
22 the phone call or the letter, and that's how the
23 process will go." And every last one of them said,
24 "Okay." At least they were informed.
25 So I'm thinking even though the names were

1 blacked out, I'll bet I knew half of them.

2 MS. COE: I do too.

3 MR. DYSON: I'll bet I know half of them
4 just by the qualifications.

5 Tom, you're probably right. But from an -- I
6 can only speak from an arguing standpoint because
7 that's my background.

8 My vote would probably be as the process gets
9 narrow to have the letters sent out. Because half of
10 them know each other and they will talk.

11 MADAM CHAIR: Okay. Well, it sounds to me
12 like that's what we'll do. We will send out --
13 Pearl, you came in a little after the discussion
14 started.

15 What we're discussing is the timing for
16 notifying applicants of their selection,
17 nonselection, and of course inviting those to be
18 selected into the interviews.

19 And so I think that is the consensus here now is

20 what we want to do is to send out notifications to
21 those who have not been selected -- or who have not
22 made our cut, they have not made it. And all of
23 those communications, like I said, will come from the
24 AG's office and that's how we'll do it.

25 Now, what we will saying -- the Attorney

1 General's office has asked us for input into what the
2 communications to the applicants who were not
3 selected would say. Basically I guess the initial
4 thoughts that we had and that we had discussed was,
5 of course, to thank them for their interest in
6 serving with the Archives. Also to indicate to them
7 that although they were not selected or had not been
8 selected to continue through the process, that we
9 certainly would -- there will be other opportunities
10 in the future for them to participate and to serve
11 the Archives, and we will certainly keep their
12 interest in mind and be in touch with them in the
13 future as those opportunities arise.

14 So I'll work with the Attorney General's office
15 to draft the letter in that particular vein. I
16 guess, you know, that's kind of the general intent
17 of it.

18 Is there anything else you think we ought to
19 include, other than that? Thank you?

20 MR. KREMER: I would like the applicants to
21 know that the members of the committee did not know
22 their names. You guys did, but there wasn't anybody
23 there I could figure out because I don't know --
24 MADAM CHAIR: So tell them a little bit
25 about how the process --

1 MR. KREMER: That the committee -- the
2 names were blacked out.

3 MS. COE: Names were deleted. Perhaps you
4 will go through the process how we identified the
5 skills needed at this time for the organization.
6 Perhaps when we get it up and running and there may
7 be ample opportunity for you to have your input and
8 stay with us and we will call on you from time to
9 time. But delineate the process. Say we went to
10 skill sets and everything like that.

11 MR. KREMER: I would be disinclined to tell
12 them what the skill sets were, thus you invite
13 challenges to that. I'd keep it pretty general.

14 MADAM CHAIR: Okay. Thank you. That's a
15 good idea.

16 Well, I'll work on the draft with the Attorney
17 General's office. I will make sure that we e-mail a
18 draft to each of you so you get a chance to take a
19 look at it before it goes out and offer any other

20 input that you may have in terms of how it's put
21 together.

22 The next item on our agenda is the final report
23 that we are going to make to the Attorney General.

24 MR. PHILLIPS: I have a question before you
25 get to that one.

1 MADAM CHAIR: I'm sorry.

2 MR. PHILLIPS: You're dealing with
3 questions for the interview. Where we going to deal
4 those in here before you get down to the final
5 report? How do you want to deal with that?

6 MR. DYSON: As far as the actual questions?

7 MR. PHILLIPS: Yes.

8 MADAM CHAIR: What I thought was that we
9 would deal with it at -- since I have team leaders, I
10 thought as opposed to trying to hash that out in a
11 large group meeting like this that we would --

12 MR. PHILLIPS: As long as the group
13 understands how. Because I hadn't heard that.

14 MADAM CHAIR: Okay.

15 MR. DYSON: I thought today we were going
16 to sit down and get that worked out.

17 MS. COE: I did too.

18 MADAM CHAIR: If you want to -- you can
19 certainly --

20 MR. PHILLIPS: At least submit questions to
21 you that could be circulated to the team leaders to
22 look at or the team itself so they will have some
23 input on those questions.

24 MADAM CHAIR: That would be great.

25 MS. COE: I would suggest also you have for

1 the interviews a conflict of interest form for the
2 applicants to fill out, and pass them out to the
3 committee. Because Sharon raised the issue when we
4 were all selecting who we wanted and she said, "Oh, I
5 think somebody will have a conflict of interest," and
6 somebody else said, "Yeah, I think." But we didn't
7 address that.

8 But if we address it up front and ask the
9 people: Are you raising money for any institution?
10 Will there be a conflict of interest? Does your job
11 prohibit you from raising funds for outside agencies?

12 Like at UMKC, I don't know they have a policy
13 that you cannot raise money. I don't know. But it
14 will give us something before us to ask about a
15 conflict of interest.

16 Because when we get back together, all three
17 teams, and you don't ask that person a conflict of
18 interest question, we will have somebody hung up on,
19 "Did you ask them that?" And we didn't ask them, you

20 know. I think it will be -- they have several forms.

21 You can go on the Internet, conflict of interest.

22 Just while the people are waiting, just three lines

23 or something about conflict of interest.

24 Maybe I'm out of line, but I --

25 MADAM CHAIR: So you suggest we have a form

1 or just include that as a question?

2 MS. COE: Yes.

3 MR. PHILLIPS: I think a question would be

4 -- because I'm not sure what would constitute a

5 conflict of interest by serving on this board.

6 MR. KREMER: Exactly. For example, if I

7 follow your reasoning, somebody let's say from the

8 Negro Baseball League Museum could be on the board.

9 In my mind that would preclude them from being on

10 this board. But you could argue that they're both

11 going to be competing for a limited source of funds.

12 But if you do that nobody's going to be eligible.

13 MR. PHILLIPS: That's what I say. I'm not

14 sure what she said when she was raising that flag,

15 what it indicated. But I would think a question --

16 MS. COE: We should ask her.

17 MR. KREMER: I got the impression that she

18 was concerned about what I just said.

19 MR. PHILLIPS: Competing.

20 MR. KREMER: Right.

21 MR. PHILLIPS: I don't think that's a

22 conflict.

23 MR. KREMER: I don't either.

24 MR. DYSON: Wouldn't the bylaws of other

25 agencies have that in place? Like the bylaws of the

1 Negro League Museum, wouldn't that be in their bylaws
2 as to people that are serving on that board what they
3 can and cannot do?

4 MR. PHILLIPS: Not necessarily.

5 MS. COE: I think you can serve on as many
6 of them as you can, but I don't know. I want to ask
7 her what she meant. It's not a concern or anything.
8 But if you have people on the Jazz Board and on the
9 Negro Board and -- I don't know. If that's -- do you
10 have access to the same grants if you are on the
11 Museum Board, Jazz? You have musical grants on and
12 history grants and some different grants. They don't
13 compete with each other?

14 MR. PHILLIPS: I don't think that
15 represents a conflict.

16 MR. KREMER: Maybe rather than conflict of
17 interest, maybe we just want a statement of what kind
18 of other organizations -- like organizations a person
19 belongs to.

20 MS. COE: Well, they kind of put that in
21 the community involvement piece that we read that the
22 applicants have. But I don't know.
23 I know an individual. She was applying for the
24 board. I saw her application. And she is going to
25 -- she is trying to start her own museum. She is

1 trying to start her own thing from scratch. Purchase
2 a building, which will call for capital improvements.
3 She was going to obtain art exhibits and everything
4 like that. If she is on this board I don't know how
5 she would leverage all her resources to the Archives
6 when she has a competing interest.

7 MR. PHILLIPS: Now that would be in
8 response to a question. How does she do that? And
9 that would be a judgmental thing for the committee
10 then to decide. But I wouldn't say that would
11 automatically rule her out as a conflict of interest
12 at this point.

13 But it would be something that we could say
14 there's a time limit. It would seem that she does
15 not have or he does not have adequate time to devote
16 going into this process to work on this board. And
17 that would get around the fact of a conflict of
18 interest.

19 But I'm not sure --

20 MS. COE: Well, like you said, perhaps

21 we --

22 MR. PHILLIPS: -- phrase a question.

23 MS. COE: -- could fashion a question.

24 Like Vic said, perhaps we could fashion a question

25 that addresses that. It may be not so strict as a

1 form, that identifies conflict of interest, what arts
2 board, arts, museum boards are you involved in now?

3 But we --

4 MR. PHILLIPS: A question. Definitely a
5 question to deal with that.

6 MS. COE: Yeah. Come up with a question as
7 a general category of questions.

8 MADAM CHAIR: All right. So I don't
9 think --

10 MR. KREMER: I think you could ask a
11 question as simple as: Are you involved in any way
12 with any other cultural heritage institution in the
13 metropolitan area? And if they say yes then the
14 follow-up could be: What is it and how is that going
15 to compromise you in some way?

16 Because there are. I mean, I noticed -- again,
17 I don't know these people. But half a dozen or ten
18 other museum affiliations.

19 COUNCILWOMAN McFADDEN-WEAVER:

20 Affiliations.

21 MADAM CHAIR: Okay. Well, I'm sure that we
22 could phrase a question to address that. I agree, I
23 think that's a legitimate area to ask about based on
24 depends on the amount of time they're going to have
25 to spend just dealing with the Archives and that kind

1 of thing, other activities. We'll be doing
2 fundraisers, things of that nature that's going to
3 require them to devote time and attention to.

4 So the question becomes: Does their involvement
5 in these other activities or with these other
6 organizations in their mind presents some type of a
7 conflict or pose or present a problem since they
8 would not be able to adequately execute their
9 obligations to this board? So we can definitely work
10 on that question.

11 MS. FAIN: What I thought about more than
12 anything, I think what Carol and Tom's mention was,
13 would they have time. We want people who can provide
14 financial some type of financial base, fundraisers,
15 you know. And because of their involvement with
16 different organizations they may not be able to give
17 their full attention to the Black Archives.

18 MR. PHILLIPS: I came up with three
19 questions that I want to submit to you for

20 consideration by the group at whatever time we get
21 together on that in reference to getting ready for
22 this meeting this evening. I had three.

23 I said: As a board member what variables would
24 you want to monitor most closely; ie, financial
25 performance of the organization, employee morale or

1 sitting and evaluating these chief plans for the
2 organization?

3 Second one: As a board member would you be able
4 to enthusiastically put forth the time, as well as
5 needed resources to make the organization successful?

6 And then finally: As a board member will your
7 priorities be able to do what is right for the
8 Archives rather than protect your own position or
9 reputation?

10 Vic, do you want to get into --

11 MR. DYSON: That is a tough question.

12 MR. PHILLIPS: But that was just some
13 thoughts that I --

14 MADAM CHAIR: Okay. I think those are
15 good.

16 MR. PHILLIPS: So, you know, those can be
17 played with, along with the other things that we've
18 mentioned. Because we've got to come up with at
19 least five --

20 MR. DYSON: Solid.

21 MR. PHILLIPS: -- solid questions. Some of
22 that could be a follow-up. Once that question is
23 asked then you get that follow-up question coming in,
24 it's automatically generated.

25 MR. KREMER: Are we going to give them an

1 opportunity -- are we going to have kind of a
2 catch-all question? I mean, their pros and cons.
3 Like: We've asked you some questions, is there
4 anything you want to say that would allow you to
5 express some expertise or some knowledge or something
6 that you haven't had a chance to do?

7 Some people will be complaining about the
8 questions. I mean, I can understand the downside of
9 what I'm saying, and that is you give them a soap box
10 for 20 minutes. I know when we do interviews we tend
11 to close with a final question like that.

12 "Is there anything you want to say that the
13 questions haven't allowed you to express about your
14 qualifications?"

15 MR. PHILLIPS: That would be a good idea.
16 And that's one way to end it very cordially.

17 MR. KREMER: You could even put a time
18 frame on it. You could say, "We're going to give you
19 two minutes to summarize or to say something about

20 your qualifications that the questions haven't

21 allowed you to express?"

22 MADAM CHAIR: Okay.

23 MR. DYSON: The question I have, Barbara,

24 with this process, the actual interview, we have like

25 three, A, B, and C, groups. How are we going to

1 evaluate from that point on? Do a point system after
2 we're done with those interviews? Or have we thought
3 that out thought that far?

4 MR. KREMER: I was wondering the same
5 thing.

6 MS. FAIN: They'll all have the same
7 questions, right?

8 MADAM CHAIR: Yes.

9 MR. DYSON: All have same.

10 MADAM CHAIR: Yes, each team will have the
11 same questions.

12 MR. DYSON: I'm sorry.

13 MADAM CHAIR: No, that's a great questions.
14 That's what we need to figure out what our next step
15 is going to be.

16 MR. KREMER: Let me understand. The nine
17 will come out of the total. So it's not like each
18 committee has -- they can pick three or something.
19 They come out of the total. So Committee A may not

20 have any of them that they think are qualified.

21 MADAM CHAIR: Why couldn't each committee
22 come up with their top three?

23 MADAM CHAIR: I thought about that. But
24 then you might really miss the best people.

25 MR. DYSON: But then we're not objective,

1 are we?

2 MR. PHILLIPS: No. It's a committee as a
3 whole.

4 MS. COE: I like each committee have three
5 slots to fill from the people they're interviewing.
6 If you have nine people to fill the slots. And
7 three, six, nine, you all interview and base three
8 people. Three people.

9 MR. DYSON: So each group pow-wows after
10 the entire process and come up with those three?

11 MS. COE: And come up with the best three.
12 Because when we go back together again, if my friend
13 I'm thinking should be on the board interviewed with
14 your group, and you didn't rank them, I would argue
15 for my person, even if I hadn't sat in on their
16 interview. You know, I will have a personal preface
17 of who I want and everything like that.

18 Like you said, you have six people that have
19 called you already. And how do you argue with me and

20 I interviewed three of them and I don't choose any of
21 them. And you have no say.

22 I think what we should do is be objective.

23 Everybody get three candidates to put on the board.

24 We will be forced without respective teams to choose
25 the top candidates and everything.

1 And also when we come together if you disagree
2 you could advocate for somebody that other members of
3 the group didn't -- weren't impressed by. That will
4 make sure it's fair. It will be fair to do it like
5 that because we won't have any favorites so to speak.

6 MR. PHILLIPS: I want to make sure I
7 understand. You're saying that each one of the
8 members within the groups will come up with three
9 people?

10 MR. COE: No.

11 MR. KREMER: The group as a whole.

12 MR. PHILLIPS: Oh, the group as a whole
13 will come up with three.

14 MS. COE: You come up with three. Vic has
15 -- and Gary with our group.

16 MR. PHILLIPS: Well, that would be the
17 nine.

18 MS. COE: Yeah, nine.

19 MR. DYSON: Right.

20 MR. KREMER: As opposed to the group

21 selecting all nine.

22 MS. COE: The committee as a whole vote

23 each individual candidate and everything.

24 MR. KREMER: I think that would be easier.

25 The danger is that --

1 MR. DYSON: You have one --

2 MR. KREMER: Maybe one thing that would
3 help that, if the applicants are divided -- if
4 there's real consideration given to the interview
5 process and so you divide up the accountants among
6 the three so you don't get -- so you have everybody
7 -- all the skill sets represented in each of the
8 three groups. I think it would be easier to do it
9 that way.

10 The danger again is that one group may get the
11 nine best candidates, and then six are going to be
12 ineligible because that group can only pick three.
13 But on the other hand, the rest of us is not going to
14 get the benefit to interview those.

15 MADAM CHAIR: Interesting.

16 MS. COE: They can decide. It's on you
17 all.

18 MR. DYSON: Yeah. Right.

19 MS. COE: You all would decide. We are

20 passing this on to you two.

21 MR. KREMER: I think there's benefit in

22 people who are actually doing the interviewing have a

23 direct voice in selecting a couple of people,

24 understanding that there are some limitations. I

25 guess I'd lean toward Carol's suggestion of each of

1 the groups selecting three people collectively.

2 One way to do it, I guess, would just be a
3 number system, one to five ranking on each of the
4 questions or something.

5 MS. COE: You know this will be the hard
6 part.

7 MADAM CHAIR: Yes.

8 MS. COE: Because we know -- 95 percent of
9 these people, we know them. And you know, it will be
10 fair if they divided them up eventually with the
11 three groups. And three groups have to pick three
12 people for the positions. And the best three people
13 they interview, and so we --

14 MADAM CHAIR: Let's say we do that. I
15 think that there still needs to be an opportunity for
16 the committee to insure that at the end of that
17 process that we don't end up with an imbalance in
18 terms of skills or what the organization needs.

19 So let's say that we have each team come up with

20 their top three and just allow ourselves the
21 flexibility and discretion to say, okay, this is too
22 -- you know, it's lopsided in terms of skill set.
23 And be able to discuss it at that point and make some
24 adjustments if we need to. But I -- you know.
25 MS. COE: I think that combination will

1 work. Because if we put forth the top three of each
2 group and come together as --

3 MADAM CHAIR: Say they're all lawyers, you
4 don't want all lawyers.

5 MR. DYSON: That's right.

6 MS. COE: We come up with nine people. If
7 we all agree that skill sets are represented,
8 diversity represented and all that, we could vote on
9 it. If not, we can defer to each chairperson of each
10 committee and say what the assets, attributes of the
11 people they interviewed. We can go through that.

12 MADAM CHAIR: Yes.

13 MR. KREMER: Do I understand correctly,
14 that discussion is going to be in the open?

15 MR. PHILLIPS: That becomes a problem.

16 That becomes a major problem.

17 MADAM CHAIR: We're still talking numbers
18 though.

19 MR. PHILLIPS: No. No. No. At that point

20 people have identified faces to some degree. Because
21 they know who has come in. They have gotten that
22 letter.

23 MS. FAIN: Right. Sensitivity time then.

24 MS. COE: It's open to the public, you
25 know.

1 MADAM CHAIR: Pearl.

2 MS. FAIN: On one hand team concept is a
3 good one. But I can see people -- I mean, right now
4 this whole thing about the Black Archives is very
5 sensitive. There are people who think -- they
6 remember, you know, Mr. Peterson, and everybody has a
7 story. And everybody thinks because they have this
8 idealistic interest in the Black Archives they should
9 serve on this board.

10 So I would not want someone to come up to me and
11 say, "You know, I was interviewed by so-and-so group.
12 Weren't you on that advisory board? Why weren't you
13 there?" So it's something about the whole nature of
14 having the complete consensus of the whole body.

15 I know we talked about time constraints and
16 that's why we kind of break it up in teams. But I
17 done want that to come back and bite us. Because
18 most people think that the entire advisory board
19 should have an input in their interview and that we

20 all should them at the same time our recommendations
21 at the same time.

22 MR. PHILLIPS: Let me ask this. We're
23 doing the interviews. What prohibits this group --
24 because you can't really have public discussion about
25 people's qualifications. But you can have a closed

1 discussion about their qualifications and then a
2 public vote without having a discussion, can't you?

3 MS. MANLOVE: Sunshine Law allows that.
4 But you guys are kind of an anomaly when it comes to
5 the Sunshine Law. That is something we can take to
6 the AG as a concern of this committee. It has been
7 expressed before.

8 MR. PHILLIPS: We had it early on. It
9 would seem appropriate that after we do the
10 interviews we could come together as a group
11 privately to have a discussion about it. And then
12 when we go out publicly just vote on whoever you want
13 to vote for and let it be done with. And maybe doing
14 that exec session, if that's what we want to call it,
15 you can have the freedom to discuss those issues.

16 MS. COE: Would the vote be on all 27
17 candidates or just nine? What type of vote are you
18 suggesting to take?

19 MR. PHILLIPS: Well, I hadn't gotten that

20 far in my mind yet. But I had gotten to the point on
21 the deal of not publicly. I know that.
22 MS. COE: I think we should go with the
23 team picking the three people and having a
24 discussion. Because I don't -- personally I don't
25 want to embarrass anybody by saying John Jones raise

1 your hand. No, we don't want to do that. At least I
2 don't want to.

3 MR. PHILLIPS: If we're saying the team is
4 doing it, and the team is going to be doing it
5 privately, why can't the entire group do it and do it
6 in exec session?

7 MS. COE: The team will score the
8 interviews? But all of us aren't in the interviews.
9 The team will score the top three people in the
10 interviews that day. And we could look like we are
11 doing now. All those who have 30s. All those who
12 have 29s. We don't know who has the top numbers
13 right now. But we will have the top numbers in the
14 interviews. I don't know. Spit it out, tom.

15 MS. FAIN: Are we going to have nine
16 individuals on each team?

17 MADAM CHAIR: No. There are three teams;
18 two teams has six members, one team has five.

19 Do you see with your agenda there's a list

20 of the teams?

21 MS. FAIN: Right. But I mean after --

22 COUNCILWOMAN McFADDEN-WEAVER: How many are
23 being interviewed?

24 MADAM CHAIR: I don't know. I haven't

25 finished the numbers.

1 COUNCILWOMAN McFADDEN-WEAVER: That's my
2 problem. I did e-mail them back, Madam Chair.

3 MR. DYSON: 5:30.

4 MADAM CHAIR: So we don't know how many.
5 What we are discussing right now is based upon
6 thinking that each team would probably interview 18
7 candidates during the morning session, so. But right
8 now we're just talking hypothetically because we
9 don't know how many we're going to have.

10 But we also realize that we do want a manageable
11 number. That we can't go down there all day and
12 going on into the night trying to fill nine slots,
13 interviewing 30 people. So what we also discussed
14 was if the initial analysis of the numbers ends up
15 with say an immanageable number say 24 and above,
16 maybe what we do is raise the cutoff so we do get
17 down to a manageable number of high quality
18 candidates.

19 But this is --

20 MR. KREMER: Have you thought about the

21 maximum number you'd want in that?

22 MADAM CHAIR: Have I thought about what the

23 maximum number is?

24 MR. KREMER: Right. 18? 27?

25 MR. PHILLIPS: No more than 30.

1 MADAM CHAIR: Pardon?

2 MR. PHILLIPS: No more than 30.

3 MR. KREMER: If you go to 30 then you're
4 looking at a second Saturday.

5 MR. PHILLIPS: No. I think we can --

6 MR. DYSON: Or all day.

7 MR. PHILLIPS: Well, 27, 30, Gary, I don't
8 think --

9 COUNCILWOMAN McFADDEN-WEAVER: Can we do
10 three teams? Ten people apiece?

11 MADAM CHAIR: You can't. There's not
12 enough hours. Start at 9:30. Based upon the
13 schedule we have with the three teams, we could
14 interview a maximum of 18 people between 9:30 and
15 12:30. Then we take a break for lunch of course. We
16 do 18. So if we're talking 30, then we're -- or
17 something over 18, then we're talking about using the
18 balance of the day for that. Then we're talking even
19 about possibly another meeting of the committee to

20 have the discussion that we're talking about now.

21 There are only so many hours in the day. So, I don't

22 know.

23 My preference and my hope would be we could

24 complete the entire process on that Saturday. That

25 we would complete the interviews, have the discussion

1 that we want to have, and leave Saturday, having made
2 the selection. Otherwise, you know, we're looking at
3 another meeting to do that process. But, of course,
4 we'll do whatever it takes.

5 But I don't know that we really need to -- the
6 other question that we have is really one that I
7 think we can hash out tonight. The thing about the
8 numbers I don't think we can really hash out.

9 But how we're going to handle the actual
10 discussion, whether we're going to allow the teams to
11 select the top three. Just how we're going to finish
12 that process. This question is one we really need to
13 kind of think through and hash out.

14 MS. COE: Do you think we should have more
15 people here to make that decision? Or are you
16 comfortable with the people here just making the
17 decision?

18 MADAM CHAIR: I'm comfortable with the
19 people here making the decision.

20 MS. COE: Okay.

21 MR. PHILLIPS: You know, it's been running
22 through my mind. The only issue that I would see is
23 that somehow the group in it's collective wisdom has
24 to make that decision. And Carol's idea of each
25 group coming up with three is ideal. But then the

1 entire body has to agree on those nine.

2 MR. DYSON: That's exactly what Barbara was
3 saying. As long as we don't have five attorneys.

4 MR. KREMER: What if each committee
5 selected four or five. And then the committee as a
6 whole, the group as a whole pick nine from the 12
7 or 15?

8 MR. PHILLIPS: That could work too.

9 MS. COE: That's better. At least you give
10 people some wiggle room.

11 MS. FAIN: That's right. Thank you.

12 MS. COE: You know what would be a concern
13 is if our group rated everybody in the 30s and 28s
14 and their group rated people in 10s, 10s, 10s. When
15 we come back together again then our people will get
16 the nine slots because we rated them so high and they
17 rated theirs so low.

18 I like your suggestion. Rate four or five and
19 let the whole group vote on it.

20 MS. FAIN: That's closest to what I like.

21 MR. PHILLIPS: That would work.

22 COUNCILWOMAN McFADDEN-WEAVER: If we take
23 four or five from each group --

24 MS. FAIN: As a total consensus from

25 everybody --

1 MR. PHILLIPS: The groups come back with
2 their top five.

3 MADAM CHAIR: Each team come up with top
4 five.

5 MR. PHILLIPS: Look at those top five
6 collectively and take a vote. Then there won't be
7 discussions publicly. The discussion will be in the
8 interview sessions.

9 MS. MANLOVE: The interviews are private.

10 MR. PHILLIPS: So that's cool.

11 MS. COE: Vic, what do you think?

12 MR. DYSON: I like that.

13 MR. KREMER: So five.

14 MR. DYSON: See, I knew we could do it.

15 MR. KREMER: I'm still thinking about the
16 numbers, the maximum number. I'm thinking that 27
17 people would be three times the number of board
18 members we're going to need. I would think
19 interviewing 27 people would be enough, personally.

20 MR. PHILLIPS: I don't have a problem with
21 27. But when you look, you got nine slots. Normally
22 you would have two to three people that you could
23 look at. So if the numbers drop below 27 that's
24 great.

25 MR. KREMER: I see your point. So there

1 might be some drop out.

2 MR. PHILLIPS: Right.

3 MR. KREMER: So maybe 30.

4 MR. PHILLIPS: Whatever that number --

5 MR. KREMER: We could say though that we're
6 going to only interview 27 and --

7 MR. PHILLIPS: Well, but that depends on
8 what those crunch numbers would get, if you raise the
9 bar.

10 MR. KREMER: I was thinking about going the
11 other way and taking the top 20 or so.

12 MR. PHILLIPS: Well, basically I think
13 that's what she's going to try to do. When you
14 crunch those numbers --

15 MR. KREMER: I just have a feeling there's
16 going to be 50 or so above 24.

17 MR. COE: Oh, no question.

18 MR. DYSON: We got to 62 pretty quick.

19 MADAM CHAIR: Well --

20 MR. PHILLIPS: We could leave here with

21 that being game plan B.

22 MS. FAIN: What's that?

23 MS. COE: Say the top 27.

24 MR. PHILLIPS: Top 27.

25 MS. COE: Maybe 27 people will have 50.

1 MR. PHILLIPS: Now you might have some
2 numbers with more than one with 27. Some person
3 might have the same score, which means you just throw
4 them in there too, which would do what you just said.
5 I=it might raise it to 30 or something like that.

6 COUNCILWOMAN McFADDEN-WEAVER: So are we
7 taking the top 27 averages or each taking their top
8 27? I'm sorry.

9 MR. KREMER: The average.

10 MR. PHILLIPS: No. The top 27 out of the
11 number that Webster is going to come up with.

12 MR. DYSON: You're going to know the
13 numbers. I hate to call -- infer that we're going to
14 have to have another meeting. But after you get the
15 number, e-mail it to -- I'm pretty sure -- I think
16 it's between -- I've been through this process five,
17 six times. I think it's going to be between 32 and
18 40 at this next run.

19 I think at that point if our magic number is

20 going to be 30 that we want to interview, if we're
21 going to be between 32 and 40 because a lot of people
22 will have the same total, okay. I'm thinking at our
23 next meeting we can discuss, if we're trying to get
24 to 30, which ones will be in that process, through
25 the actual process of going through the candidates.

1 MS. FAIN: Would it still be fine --

2 MR. PHILLIPS: I have a question. What
3 next meeting? I thought the next meeting was going
4 to be the interviews.

5 MR. DYSON: Inferring.

6 MR. KREMER: The danger there then is that
7 you move the day to the 21st because you wanted to
8 give them a good two weeks to adjust their lives.

9 MR. PHILLIPS: Right.

10 MR. DYSON: What is today? The 5th.

11 MR. PHILLIPS: That was the whole thought
12 process behind moving the 21st. So really the bottom
13 line is tomorrow. The top 27. And if any of those
14 have double numbers that would push it up then take
15 whatever comes over.

16 MADAM CHAIR: Okay. So we'll take the top
17 27 candidates as they were ranked. If there are --
18 these would be candidates with 24 or above.

19 And what you're saying is if there's several

20 people that have 24 --

21 MR. PHILLIPS: They come in too.

22 MADAM CHAIR: -- they come in too. So

23 everybody -- take the top 27. But the fall back is

24 we take everybody with 24 and above, no matter how

25 many --

1 MR. KREMER: No. Everybody with the lowest
2 number that the 27th person has.

3 MADAM CHAIR: Everybody with the lowest --

4 MR. KREMER: Taking the top 27. The lone
5 number for the top 27 may be 27 or 26. Then we take
6 the top 27 --

7 COUNCILWOMAN McFADDEN-WEAVER: Take all the
8 top 27.

9 MR. PHILLIPS: You start at 30.

10 MR. KREMER: If there's ten who have that
11 lowest number then we'd have to --

12 MR. PHILLIPS: 30 is the maximum you could
13 get, so you start at 30 and work down. If anybody
14 has 30 they can be number one. If you've got five
15 people with 30 they are your first five, until you
16 get to your 27.

17 MADAM CHAIR: Oh, okay. Got it. I think.

18 MR. PHILLIPS: That's the easy way. Start
19 at 30 and work down.

20 MADAM CHAIR: So then we go -- we know our

21 universe is going to be limited to no more than 30

22 people.

23 MR. KREMER: Not necessarily.

24 MR. PHILLIPS: No. Not necessarily.

25 MADAM CHAIR: Right.

1 MR. PHILLIPS: What we're looking at is the
2 top 27. But you're starting at 30. The highest
3 number of points you can get is 30. Then 29 down.
4 Let's say you get down to 20 people, okay, and 20
5 people -- the 21st person, they have the same score,
6 you just got to add all those people in, which would
7 move your numbers on up to maybe 25. But the bottom
8 line is you don't want no more than 27 people. But
9 it starts at 30 and works down.

10 MR. DYSON: Question?

11 MADAM CHAIR: Oh, yes. Go. Another
12 question. Another good question.

13 MR. DYSON: Of the 62 people that are left
14 after the first cut, how many people -- I just
15 counted mine. How many people were under 24 of that
16 62 of yours?

17 MS. COE: I had a lot.

18 MR. PHILLIPS: I didn't bring mine. Which
19 I should have printed the sheet I sent Barbara. But

20 I had a lot.

21 MR. DYSON: I had 20.

22 COUNCILWOMAN McFADDEN-WEAVER: How many are
23 what?

24 MR. DYSON: Under 24.

25 MADAM CHAIR: Tom, I have yours. Do you

1 want it?

2 MR. PHILLIPS: Yeah, if you do.

3 MR. DYSON: What that's going to do for us

4 is give us an idea of where that number is going to

5 be. If we choose to make the number higher as far as

6 what total points we want to interview for person

7 with total points --

8 COUNCILWOMAN McFADDEN-WEAVER: I have 26.

9 MR. DYSON: Under 24, 26 people?

10 COUNCILWOMAN McFADDEN-WEAVER: Yes.

11 MR. KREMER: I don't want to say. I must

12 have been harsh. I got 48.

13 COUNCILWOMAN McFADDEN-WEAVER: I couldn't

14 have been more harsh.

15 MR. DYSON: A former school teacher.

16 MR. KREMER: That's exactly right.

17 MADAM CHAIR: I had 25 under.

18 MR. DYSON: I had 20. So with that average

19 of us from 62, let's say you had --

20 MR. PHILLIPS: I had 35.

21 MR. DYSON: So we're average 26?

22 COUNCILWOMAN McFADDEN-WEAVER: You had --

23 MR. PHILLIPS: The question is --

24 COUNCILWOMAN McFADDEN-WEAVER: You're

25 trying to come up with the average?

1 MR. DYSON: Yes, I'm trying to figure it
2 out.

3 COUNCILWOMAN McFADDEN-WEAVER: You said 25.
4 I'm 26. What are you, 20? He's 48.

5 MR. PHILLIPS: I was 32.

6 COUNCILWOMAN McFADDEN-WEAVER: So
7 mine's 35.

8 MS. FAIN: I'm 18.

9 MR. PHILLIPS: So I think you can get to
10 the top 27.

11 COUNCILWOMAN McFADDEN-WEAVER: 25 and 26
12 and 35 and 48.

13 What did you have, Carol?

14 MS. COE: I had 30.

15 COUNCILWOMAN McFADDEN-WEAVER: 30. And
16 Pearl?

17 MS. FAIN: Mine is 18.

18 COUNCILWOMAN McFADDEN-WEAVER: You got 18.

19 MR. DYSON: Six of us, 27.

20 MS. COE: I gave 60 people 0.

21 MR. PHILLIPS: You gave 60 people 0s?

22 MS. COE: Yes.

23 MR. PHILLIPS: How many did you come up

24 with, Sandra?

25 COUNCILWOMAN McFADDEN-WEAVER: 52.

1 MR. PHILLIPS: 52 is the highest number?

2 COUNCILWOMAN McFADDEN-WEAVER: There's
3 something wrong with that.

4 MR. PHILLIPS: No, you were supposed to
5 divide that by 7.

6 COUNCILWOMAN McFADDEN-WEAVER: I did divide
7 that by 7.

8 MR. DYSON: Something's wrong with your
9 phone.

10 COUNCILWOMAN McFADDEN-WEAVER: There sure
11 is. I could have done it better by myself. Okay.

12 You're 18. My finger probably touched the wrong
13 thing. 25 is Barbara. 20 is Vic. 35 is Phil. 20
14 is Carol.

15 MS. COE: No, I had more than that under
16 24. I had 35 under 24.

17 COUNCILWOMAN McFADDEN-WEAVER: And Gary has
18 48. Did I say everybody's number now? Divide by --
19 this is doing something wrong.

20 MR. KREMER: I get 26.

21 COUNCILWOMAN McFADDEN-WEAVER: So you

22 didn't have 48?

23 MR. KREMER: No. No. No. I'm saying the

24 answer is 26.

25 MADAM CHAIR: So eliminate another 26 from

1 the 30.

2 MR. PHILLIPS: Then the others will fall
3 out because they didn't hit this 27. So all we did
4 was raise the top 24 to the top 27, which will work
5 real good.

6 Then we will agree we can discuss those, come up
7 with five out of our group.

8 MADAM CHAIR: Out of your teams. And then
9 the committee as a whole discuss and vote on the
10 final, who will be the final ten.

11 MR. KREMER: I still think there's a chance
12 we want to discuss that in private if we can.

13 MR. PHILLIPS: She said we could.

14 MR. KREMER: There's a conflict here
15 because Mr. Nixon said it would all be in the open.
16 I'd like for that question to be raised, if you guess
17 could.

18 COUNCILWOMAN McFADDEN-WEAVER: Did people
19 just choose not to come tonight? Is that why

20 nobody's here?

21 MR. KREMER: I don't know.

22 MS. COE: MadDog is tonight also.

23 COUNCILWOMAN McFADDEN-WEAVER: It sure is.

24 John is a construction man.

25 COUNCILWOMAN McFADDEN-WEAVER: How did we

1 end up in here by ourself tonight? Just nobody came?

2 MADAM CHAIR: No. There were conflicts

3 of --

4 COUNCILWOMAN McFADDEN-WEAVER: No, just the
5 general public.

6 MADAM CHAIR: Notice was put up. Notice
7 was given.

8 COUNCILWOMAN McFADDEN-WEAVER: That's what
9 I'm saying. So the public is sending a message that
10 we're leaving you all alone and we could just --

11 MR. KREMER: But that might be different.

12 MR. PHILLIPS: We had a few at the library.

13 MR. KREMER: Two or three.

14 MS. COE: Not overwhelming.

15 MADAM CHAIR: Okay. Let's see, where are
16 we?

17 MR. PHILLIPS: Number 5 now -- no, Number
18 4. I'm sorry.

19 MADAM CHAIR: Ready to go to Item Number 4

20 on the agenda. The final report to the Attorney
21 General. All right.
22 The final report to the Attorney General will
23 include our recommended board members; any changes to
24 the existing bylaws -- and I will talk about that in
25 a minute; the terms of service for the newly selected

1 board members; and the date of the first full board
2 meeting.

3 Let me go back to the changes in the bylaws.
4 The Attorney General's office is currently reviewing
5 the existing bylaws of the organization. And will be
6 making recommendations for an amendment that will
7 make those bylaws consistent with recent changes in
8 the Missouri not-for-profit statute, that kind of
9 thing. The Attorney General is going to provide us
10 with a draft of the proposed amended bylaws for us to
11 take a look at.

12 And we can, if we desire, make our own
13 recommendations for changes. And we'll make all that
14 as part of the final report that goes to the Attorney
15 General. We agree with their proposed changes and if
16 we have other changes we want to propose, that kind
17 of thing.

18 The idea is to have the amended bylaws available
19 and in place when the board is installed so that they

20 can sign off on them at that point. So that those
21 bylaws can be sent to the Secretary of State, along
22 with the names of the new board, so to complete that
23 whole process with the Secretary of State's office.

24 Terms of service --

25 MR. KREMER: Barbara, excuse me.

1 MADAM CHAIR: Yes. I'm sorry.

2 MR. KREMER: Those bylaws, we'd only be
3 making recommendations, as would the Attorney
4 General, because the bylaws have to be adopted by the
5 board.

6 MADAM CHAIR: Yes. So what we will be
7 presenting to the board at their first meeting would
8 be the proposed bylaws. The hope is that they would
9 adopt them at that point, sign them --

10 MR. KREMER: I'd like to ask a question --
11 and I don't know how others feel about this. But I
12 would like for this body, in its collective wisdom,
13 to have at least some opportunity to discuss among
14 ourselves some recommendations that we would like to
15 make, whether it be bylaws, of the operation of the
16 organization. It seems to me a waste not to do that.

17 In this room and on this board are good people
18 who are involved in this because they care and they
19 have no vested interest to make, I think, in most if

20 not all cases. I think it would be helpful for the
21 new board to have some recommendations from us. And
22 again, they would only be recommendations. But I
23 know there are things we kind of tossed around on
24 occasion but not really discussed.

25 This new board is really going to have a

1 challenge. I'd hate to see them programmed for
2 failure by just sort of throwing them out there. I
3 don't know how others feel about some of these
4 issues. They're still going to have to confront the
5 issues, for example, whether they want to be the
6 Black Archives of Mid-America or Kansas City or
7 Western Hemisphere or whatever it is. But that is a
8 huge and incredibly significant decision because
9 that's going to channel their resources in a
10 geographic area.

11 I think it's also worthy of discussion to
12 discuss the issue of museum versus archives or
13 whether to be both. Because again -- I think what
14 scares me the most is about what's happening is
15 there's absolutely no operating budget. There's just
16 nothing. There's nothing to start with really except
17 the commitment for building. I don't even know how
18 to get started with that.

19 But I can see board members --

20 COUNCILWOMAN McFADDEN-WEAVER: We have some
21 money to start with.

22 MR. KREMER: For operations?

23 COUNCILWOMAN McFADDEN-WEAVER: For
24 operations. They have like \$200,000 to start with.

25 MS. COE: Oh, that's good.

1 MADAM CHAIR: I think that I agree and that
2 those are -- we are certainly in a position to make
3 those recommendations. I mean, that's part of what I
4 think the Attorney General's office wants to see
5 us do.

6 And like I said, certain things have been thrown
7 out and not fully discussed. And I think we need to
8 put that on our agenda and do that.

9 The report I'd like to see us make should
10 include recommendations. And I agree with you, you
11 know, the board that's going to be put into place is
12 going to be -- need a lot of help, a lot of input.
13 They've got a lot of decisions, difficult decisions
14 that are going to have to be made fairly quickly in a
15 fairly short order. I think it would be of help to
16 them to have some recommendations, somewhere to start
17 once they begin the task before them.

18 We can start that process tonight. I mean, we
19 have time to talking about the recommendations that

20 we want to include. And then --

21 MR. KREMER: I guess I personally would
22 rather have the discussion with more people here.

23 MR. PHILLIPS: That kind of leads to that
24 number five item.

25 MADAM CHAIR: The time line and the

1 remaining activities. It does, definitely. Because
2 I think that the committee definitely has a role that
3 we need to play to help this board transition. I
4 mean, put them in place and to help them actually get
5 up and running, so.

6 MR. KREMER: Is it the Attorney General's
7 position that this board ceases to exist once the
8 other board is operational?

9 MS. MANLOVE: I believe so.

10 MADAM CHAIR: I think he does however --
11 and as we talked about that. That we will have a
12 role. That's one of the things that we talked about
13 on the conference call.

14 MS. MANLOVE: Depends on what you're
15 talking about up and running, what that time frame
16 actually is. Do you see what I'm saying?

17 MR. KREMER: You could interpret it as
18 October 21st we appoint a board and then we're out
19 of it.

20 MS. MANLOVE: No. It's not the day that
21 the board is impanelled.

22 MR. STETZLER: I think it's fair to say if
23 you all want to suggest that this committee stay in
24 existence and operate for a period of time, that
25 that's something we can take to the Attorney General.

1 MR. KREMER: Well, ultimately the board
2 could ignore our advice anyway.

3 MS. COE: Yes.

4 MS. MANLOVE: They'd be foolish.

5 MR. DYSON: That's what I'm talking about.

6 MS. MANLOVE: I have no opinion.

7 MADAM CHAIR: I think what we will do is
8 since we want to have more people on this committee
9 available when we have this discussion we'll put this
10 on the agenda for the next meeting that we have. And
11 that does lead us into the time line when we should
12 schedule that next meeting to do that.

13 And so right now we have the interviews on the
14 21st, which is in a couple weeks. Should we try to
15 meet? Have another meeting before the 21st? We have
16 got a couple weeks there where we don't have anything
17 going on. We could try to have another meeting.
18 That would also give us another opportunity to work
19 on the interview questions and to fine tune that

20 process and then prepare for the interviews.

21 MR. PHILLIPS: Could we do it that Friday

22 before? The 21st?

23 MR. DYSON: Our interviews are on the 21st.

24 MR. PHILLIPS: Yes. Could we do it that

25 Friday?

1 MR. DYSON: The 20th.

2 MS. COE: Well, if you are going to
3 entertain questions from people maybe you can do it
4 e-mail, Barbara, and say, If you have any questions
5 you want asked at the interview, forward them to you
6 before that. Because we don't want the night before
7 the interview someone saying, I want you to ask this,
8 this, and this, you know.

9 MR. PHILLIPS: No. No. No. I'm talking
10 about to deal with the bylaws and our recommendations
11 as a group.

12 MS. COE: Oh, okay. Oh, I thought --

13 MR. PHILLIPS: We said earlier we wanted to
14 get those questions to Barbara so we can get those
15 hashed out.

16 MS. COE: Okay.

17 MR. PHILLIPS: This is to deal with the
18 administrative pieces with this group and what we
19 want to recommend for our, too. After we make

20 selections people have a tendency to start

21 scattering.

22 MR. DYSON: Well, now I'm not clear on the

23 actual formulation of the questions. How are we

24 going to come up with those questions then?

25 MADAM CHAIR: If you have -- any of the

1 committee members who has questions they want to
2 suggest, e-mail them to me. I will serve as the
3 focal point for that.

4 MR. DYSON: E-mail to you.

5 MADAM CHAIR: I will put them all together.

6 I will make sure the team leaders get the
7 information. And together we'll come up with the
8 final set of questions. So if you have ideas for
9 questions that should be asked in the interview send
10 them to me as soon as possible.

11 COUNCILWOMAN McFADDEN-WEAVER: Question.

12 MADAM CHAIR: Yes.

13 COUNCILWOMAN McFADDEN-WEAVER: Should not
14 these questions be directed toward the areas by which
15 these people have been graded on or scored on? I
16 mean, if we've identified these six or five areas?
17 Right?

18 MADAM CHAIR: Yes, five basic.

19 COUNCILWOMAN McFADDEN-WEAVER: Five areas

20 we said we were scoring people on. Then are our
21 questions going to be derivative of those directions?
22 MR. PHILLIPS: Not necessarily. If you
23 would like to do that. But I think it would be just
24 best to look at what questions period. Because I'm
25 sure when you looked at those five you probably came

1 up with thoughts from those five that did not even
2 relate to those five.

3 COUNCILWOMAN McFADDEN-WEAVER: But I'm
4 saying that as a committee we've established criteria
5 that we said we want the candidates to exemplify in
6 our findings. So I'm saying, in other words, are we
7 saying we're going to interview them based upon the
8 criteria that we said that we want them to possess?

9 MR. PHILLIPS: They already have that I
10 would think, because we've narrowed it down.

11 COUNCILWOMAN McFADDEN-WEAVER: So now we're
12 just asking --

13 MR. PHILLIPS: Those that we wiped out we
14 figure don't have what we're looking for. That's why
15 I said you could ask to expound on certain aspects of
16 those five or you can ask anything else.

17 COUNCILWOMAN McFADDEN-WEAVER: Okay.

18 MR. PHILLIPS: Because one of the things in
19 that five that we talked before you got here related

20 to how do we deal with this conflict of interest deal
21 that was raised by one of the members earlier. What
22 we said was we'd try to come up with a question that
23 would address that in the interview.

24 COUNCILWOMAN McFADDEN-WEAVER: Okay.

25 MADAM CHAIR: Yes. So send your questions

1 to me and we'll work on pulling that whole thing
2 together, formulating the actual questions that will
3 be asked.

4 Does that satisfy your question, Vic?

5 MR. DYSON: Yes, it did.

6 MR. PHILLIPS: Once you get them you're
7 going to let everybody look at them?

8 MADAM CHAIR: Yes.

9 MR. PHILLIPS: Okay. That will resolve
10 that if they have any issues on those then.

11 MADAM CHAIR: Yes. Send them to me. I
12 will compile them all and then circulate them. If
13 you have any additional input you want to make or
14 questions, whatever, we'll deal with that. We can
15 fine tune them as necessary. But that will be an
16 ongoing process during the next couple of weeks.

17 But on the 20th is when we will -- I'm sure by
18 the 20th we'll have the questions finalized. I mean,
19 well before that we want to get the questions

20 finalized.

21 MR. DYSON: Right.

22 MADAM CHAIR: The purpose of the meeting on

23 the 20th -- and that meeting has been proposed so

24 that we can actually sit down and discuss any

25 recommendations that we want to make to the new board

1 concerning the bylaws, concerning future operations
 2 of the organization, concerning, you know, whatever.
 3 Realizing that this new board is going to be starting
 4 anew basically, with very little. And will be
 5 needing some guidance and some assistance in terms of
 6 just where they need to start.

7 So if the 20th works for everyone here that's
 8 what I would propose.

9 COUNCILWOMAN McFADDEN-WEAVER: What time?

10 MADAM CHAIR: Does 5:00 or 6:00 work best
 11 for people?

12 MR. DYSON: That's a Friday.

13 MADAM CHAIR: It's a Friday.

14 MS. COE: 5:30.

15 MADAM CHAIR: 5:30.

16 MR. DYSON: It's quiet when I get home, but
 17 okay. Five o'clock.

18 MADAM CHAIR: Duty calls. Would 5:30 be
 19 better?

20 MR. PHILLIPS: 5:30.

21 MADAM CHAIR: We'll say 5:30 on the 20th.

22 We'll notify everybody on the location.

23 MS. MANLOVE: Is this a good location for

24 everybody?

25 MR. PHILLIPS: Let me ask you this. What

1 would be wrong with the public library downtown?

2 MADAM CHAIR: For this?

3 MR. PHILLIPS: Yes. That would also give
4 us an opportunity to see how we're going to be set up
5 down there.

6 MR. DYSON: That's a good idea.

7 MADAM CHAIR: I'll check on the
8 availability.

9 MADAM CHAIR: So in the mean time that will
10 be we'll be talking about the recommendations,
11 looking at the role of the committee once we have
12 made the selection, and doing start up, I guess I'll
13 call it, of the new board of directors, what our vote
14 is going to be. Part of the recommendation that
15 we'll make.

16 So otherwise, time-line wise, okay. So what
17 we're looking at -- let's deal with the time line so
18 you know. So 10/20 we have this meeting at wherever.
19 10/21 the interviews and the final vote. All of that

20 will take place on 10/21.

21 COUNCILWOMAN McFADDEN-WEAVER: What time
22 does that start? 9:30 did you say?

23 MADAM CHAIR: Actually the actual
24 interviews start at 9:30. We will begin convening at
25 9:00 at the library. There will be beverages,

1 refreshments, continental breakfast available
2 starting at nine. We'll actually start the interview
3 sessions at 9:30. Each of the interview rooms will
4 have a beverage station, so everybody can be
5 comfortable. Have coffee and beverages available for
6 the candidates throughout the day.

7 And then lunch will also be provided around on
8 the premises at 12:30, 1:00, after the interviews are
9 completed. We'll have our discussion over lunch and
10 conduct the rest of the business that we need to
11 conduct related to the interviews at that time.

12 MR. KREMER: I just show up for the
13 lunches.

14 MS. COE: Me too.

15 MR. KREMER: Best meal I have all week.

16 MS. MANLOVE: Food on the 20th?

17 MR. PHILLIPS: No. Friday night.

18 MADAM CHAIR: Well, what do you want me to
19 ask them? What they want for food?

20 MS. MANLOVE: Yes. Don't make me guess.

21 MR. PHILLIPS: Whatever you bring is fine

22 with me.

23 MADAM CHAIR: Okay.

24 MR. PHILLIPS: I don't know how many

25 organizations go belly up or become defunct and the

1 Attorney General has to step in and do.

2 MADAM CHAIR: From what I understand it's
3 not uncommon. They deal with a lot of nonprofits
4 that go and they have to step in and deal with.

5 Are there any other questions that we need to
6 take up tonight? Again, thank you all for your time
7 and for coming out this evening. I appreciate it.

8 Meeting is adjourned.

9 (Meeting adjourned at 7:40 p.m.)

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 C E R T I F I C A T E

2

3 I, TAMMY S. MENKE, Court Reporter, do

4 hereby certify that I appeared at the time and

5 place hereinbefore set forth; I took down in

6 shorthand the entire proceedings had at said

7 time and place, and the foregoing sixty-seven

8 pages constitute a true, correct and complete

9 transcript of my said shorthand notes.

10

11 Certified to this _____ day of

12 _____, 2006.

13

14

15

16 _____
17 Tammy S. Menke
18 Court Reporter

19

20

21

22

23

24

25